

1159272

Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

A private company owns and manages this home. The home provides a tailored care programme, for approximately a year, for up to four young females aged between 11 and 18 years who have experienced, or who are at risk of, sexual exploitation.

It is likely that these children will also have emotional, social and/or behavioural difficulties as a result of their experiences. The manager has been registered with Ofsted since June 2020.

Due to COVID-19 (coronavirus), at the request of the Secretary of State, we suspended all routine inspections of social care providers on 17 March 2020.

We last visited this setting on 6 and 7 May 2021 to carry out a full inspection. The report is published on our website.

Inspection date: 14 June 2021

This monitoring visit

This children's home was judged inadequate at the full inspection on 6 and 7 May 2021, because children living in the home were at risk of serious harm. Leaders and managers, including the registered manager and responsible individual, failed to address safeguarding concerns. As a result of this failure, children's safety was compromised. Ofsted suspended the registration of this home on 7 May 2021 and issued three compliance notices under regulations 12, 13 and 32. Ofsted also raised a further six requirements. These have not been assessed as part of this monitoring visit.

The purpose of this monitoring visit was to review the progress and actions taken to meet the compliance notices. This monitoring visit included the review of documents and discussions with the registered manager, the responsible individual and the quality improvement manager.

The registered manager is working in line with the suspension notice. Children moved out of the home on 7 May 2021, and there are no children living in the home. Currently, there are no staff based at the home.

The inspector concluded from this monitoring visit that one step set in the compliance notice with regard to regulation 13 was not met. As a result, the suspension notice remains in place.

Currently, there are an insufficient number of staff in post to support children if the suspension notice was lifted. The registered provider is taking steps to recruit to the vacant posts. Most of the current cohort of appointed staff are waiting to complete an induction into their role. The induction programme is designed to develop the staff's understanding and knowledge of their roles and responsibilities. There is currently only one member of staff who has developed the foundations of practice knowledge through relevant training and reflection.

The responsible individual and registered manager have completed safer recruitment training, and the required safer recruitment procedures are now in use. The registered manager has improved her understanding of safer recruitment. For example, the verification of previous employment records now consistently forms part of the recruitment process. These steps help to ensure that children are cared for by staff who are deemed safe to work with them.

Protocols with regard to the admission of children to the home have been strengthened. The registered manager is now clear at the start of the referral process about expectations, for example, initial restrictions to family time, internet and phone use and children smoking. These boundaries have previously been blurred. This was detrimental to the children and to their progress.

Additional safeguarding and risk assessment training mean that the staff are now able to recognise the importance of effective and individualised risk assessments for each child. Furthermore, the registered manager has re-organised the children's incident records. This improved structure will help the registered manager's oversight and reflection of the quality of care for children and ensure that strategies and plans are developed to support them.

Children had previously expressed their anxieties and frustrations by causing damage to the home. The condition of the home has been improved, and there is evidence of maintenance and redecoration. The registered manager has developed procedures to ensure that the home environment is routinely checked for potential hazards, such as the safe disposal of used razors. A new lockable cabinet now means that cleaning materials are securely locked away.

The registered manager needs the knowledge and skills to be able to fulfil her role. A personal development plan has been created to assist her professional development. Quality assurance is now a focus for this home. This is to ensure that

practice is delivered to a good standard and any shortfalls are immediately addressed.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/05/2021	Full	Inadequate
29/05/2019	Full	Good
05/06/2018	Full	Good
31/07/2017	Full	Good

What does the children's home need to do to improve?

Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, Children's Homes (England) Regulations 2015 and the 'Guide to the children's homes regulations including the quality standards'. The registered person(s) must comply within the given timescales.

Requirement	Due date
<p>The quality and purpose of care standard is that children receive care from staff who—</p> <p>understand the children's home's overall aims and the outcomes it seeks to achieve for children;</p> <p>use this understanding to deliver care that meets children's needs and supports them to fulfil their potential.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>ensure that staff—</p> <p>understand and apply the home's statement of purpose; and treat each child with dignity and respect. (Regulation 6 (1)(a)(b) (2)(b)(i)(iii))</p> <p>In particular, staff practice and conduct should consistently reflect the ethos of the home as detailed in the statement of purpose to ensure that the children are respected and valued.</p> <p>This requirement is repeated from the last inspection.</p>	<p>9 August 2021</p>
<p>The education standard is that children make measurable progress towards achieving their educational potential and are helped to do so. (Regulation 8 (1))</p> <p>This requirement is repeated from the last inspection.</p>	<p>9 August 2021</p>
<p>The health and well-being standard is that—</p> <p>children are helped to lead healthy lifestyles.</p>	<p>9 August 2021</p>

<p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff help each child to—</p> <p>achieve the health and well-being outcomes that are recorded in the child’s relevant plans. (Regulation 10 (1)(c) (2)(a)(i))</p> <p>This requirement is repeated from the last inspection.</p>	
<p>*The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children’s home that—</p> <p>helps children aspire to fulfil their potential; and</p> <p>promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>ensure that the home has sufficient staff to provide care for each child. (Regulation 13 (1)(a)(b) (2)(d))</p> <p>This requirement is repeated from the last inspection.</p>	18 July 2021
<p>The registered person must—</p> <p>ensure that each employee completes an appropriate induction.</p> <p>The registered person must ensure that all employees—</p> <p>receive practice-related supervision by a person with appropriate experience. (Regulation 33 (1)(a) (4)(b))</p> <p>This requirement is repeated from the last inspection.</p>	9 August 2021
<p>The registered person must maintain records (“case records”) for each child which—</p> <p>include the information and documents listed in Schedule 3 in relation to each child;</p>	9 August 2021

<p>are kept up to date. (Regulation 36 (1)(a)(b))</p> <p>This requirement is repeated from the last inspection.</p>	
<p>The registered person must notify HMCI and each other relevant person without delay if—</p> <p>there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(e))</p> <p>This requirement is repeated from the last inspection.</p>	9 August 2021

*These requirements are subject to a compliance notice.

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: 1159272

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: Metropolitan House, 3 Darkes Lane, Potters Bar EN6 1AG

Responsible individual: Paul O'Neill

Registered manager: Amanda Oliver

Inspector

Jennifer Fenlon, Social Care Inspector

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